

State of Louisiana

Kathleen Babineaux Blanco
Governor

Proclamation

WHEREAS, forty years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and people of color continue to suffer the consequences of inequitable pay differentials; and
WHEREAS, according to statistics released in 2003 by the U.S. Census Bureau, year-round, full-time working women in 2002 earned only 77 percent of the earnings of year-round, full-time working men, indicating little change or progress in pay equity; and
WHEREAS, according to a January 2002 report released by the General Accounting Office (the investigative arm of Congress), women managers in seven of ten industries surveyed, actually lost ground in closing the wage gap between 1995 and 2000; and
WHEREAS, according to an analysis of data in over 300 classifications provided by the U.S. Department Of Labor Statistics in 2001, women earn less in every occupational classification for which enough data is available, including occupations dominated by women (e.g. cashiers, retail sales, registered nurses, and teachers); and
WHEREAS, higher education is not free from wage discrimination, according to a U.S. Department of Education analysis, reporting that, after controlling for rank, age, credentials, field of study and other factors, full-time female faculty members earn nearly 9 percent less than their male counterparts; and
WHEREAS, in the State of Louisiana, full-time working women earn 63 percent of earnings of year-round, full-time working men, indicating little change in pay equity; and
WHEREAS, over a working lifetime, this wage disparity costs the average American woman and her family an estimated \$500,000 in lost wages, impacting Social Security benefits and pensions ; and
WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both public and private sectors; and
WHEREAS, fair pay equity strengthens the security of families today and eases future retirement costs, while enhancing the American economy; and
WHEREAS, Tuesday, April 20th, symbolizes the time in the new year in which the wages paid to American women catch up to the wages paid to men from the previous year.

NOW, THEREFORE, I, Kathleen Babineaux Blanco, Governor of the state of Louisiana, do hereby proclaim Tuesday, April 20, 2004, as

EQUAL PAY DAY
in the state of Louisiana, and urge the citizens of Louisiana to recognize the full value of women's skills and significant contributions to the labor force, and further encourages businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

In Witness Whereof, I have hereunto set my hand officially and caused to be affixed the Great Seal of the State of Louisiana, at the Capitol, in the City of Baton Rouge, on this the 19th day of April A.D., 2004.

Kathleen Babineaux Blanco
Governor of Louisiana



Attest By
The Governor
[Signature]
Secretary of State